

Table 16. Expectations of veteran RNs and LPNs for staying involved in direct patient care

How many more years to you expect to provide direct patient care?	RNs		LPNs	
	N	%	N	%
3 years or less	52	29.4	29	17.9
4 – 10 years	93	52.5	81	50.0
More than 10 years	15	8.5	22	13.6
missing or unsure	17	9.6	30	18.5
Totals	177	100	162	100
$\chi^2 p\text{-value}$	0.0485			

Note: Chi-square values were run on an abbreviated table that did not contain missing values.

The results in Table 17 address the issue of retirement plans among veteran nurses more directly. Approximately 12% of RNs indicated their intention to leave the nursing workforce by the age of 55, compared to only about 6% of LPNs. RNs and LPNs are similar in the proportions that intend to retire between ages 56 – 62 or between ages 63 – 65. However, a much greater proportion of the veteran LPNs we surveyed indicated a desire to stay active in nursing up to and beyond age 70 than is true for veteran RNs.

Table 17. Veteran RN and LPN expectations for when they will retire from nursing

At what age do you intend to retire from nursing?	RNs		LPNs	
	N	%	N	%
Age 55 or earlier	31	12.4	12	6.4
Between 56 and 62	63	25.2	45	23.9
Age 63 to 65	62	24.8	53	28.2
Age 66 to 69	26	10.4	13	6.9
Age 70 or later	26	10.4	36	19.1
missing	42	16.8	29	15.4
Totals	250	100	188	99.9
$\chi^2 p\text{-value}$	0.0196			

Note: Chi-square values were run on an abbreviated table that did not contain missing values.

In order to understand when those retirement plans will come to pass, the actual age of our veteran nurses was subtracted from their planned retirement age to give us a measure of the number of years they expect to stay in the nursing workforce. Table 18 shows the results.